



DOT Employee Newsletter January 2002

The Maritime Administration Wishes Its Reservists Well

"God Bless MARAD's Reservists" reads a tribute to MARAD employees who are called to active duty in support of Operation Endure Freedom, or other national security operations. The Maritime Administration's Office of Human Resources constructed tribute to MARAD employees who are called to active duty as a way of telling them we support them and that we care. The bulletin board type sign, constructed of patriotic items and colors, wishes the reservists well as they serve in various active duty positions. Stars contain the names of each reservist and are added to the tribute as they are called to active duty. The tribute is posted outside the Maritime Administrator's Office, located in Room 7206.

Raymond Pagliarini, Director of Human Resources, states that he got the idea to construct the tribute based on Secretary Mineta's sincere interest in DOT's reservists being called to active duty. Recently, Secretary Mineta asked that DOT HR offices keep him aware of those employees who are called to active duty.

Thrift Rates of Return

For the month of
November:

<u>C Fund</u>	<u>F Fund</u>	<u>G Fund</u>
7.62%	(1.37%)	.37%
<u>S Fund</u>	<u>I Fund</u>	
7.84%	3.56%	

For the last 12 months:

<u>C Fund</u>	<u>F Fund</u>	<u>G Fund</u>
(12.28%)	11.30%	5.45%
<u>S Fund</u>	<u>I Fund</u>	
(5.33%)	(19.58%)	

Rates and other Thrift Savings
Plan information can be found
at <http://www.tsp.gov>

Water

It's important to drink plenty of water, especially during times of stress. Experts recommend eight glasses a day. Drinking water will help in the following ways:

- ☐ Preventing heart attacks, strokes and blood clots
- ☐ Keeping your skin smooth
- ☐ Regulating your body temperature
- ☐ Helping your digestive system run smoothly

--Coastal Human HR
Resources

Key Values and Principles to Abide By -- From President Bush

- First, we must always maintain the highest ethical standards. In addition to asking, "what is legal," we must also ask, "what is right."
- We must confront the tough problems, not avoid them. We are here to serve the public's long-term interests, not just to apply quick, short-term fixes.
- We must remember that political and career employees are part of the same team. The American people do not distinguish between them, and neither do I. The American people and I have high expectations for our entire Government. To meet these expectations, we need to work together.
- Finally, we should always remember that every dollar we spend is the taxpayer's money. People worked hard to earn it, and we should spend it wisely and reluctantly.

*From a Memorandum for SES
Members dated 11/19/01*

**The world owes you
nothing. It was here first.**

Mark Twain

Please notify the center in advance if you need special accommodations for the **No Charge** programs listed below.



Career Connections Workshops

Individual Development Plan -- 1/14

Goal Setting -- 1/16

Who Moved My Cheese -- 1/22

Multiple Intelligences -- 1/23

Myers-Briggs Type Indicator

Overview -- 1/25

Writing KSAs -- 1/30

Workshops will be held in PL-402. Space is limited. Call x69392 [TTY 67630] for the times and to register.



Worklife Programs

[Call x66389 or TTY 67630]

- New Moms Discussion Group -- 1/9, 12-1, PL-402
- Parenting Teens Seminar -- 1/17, 12-1, PL-402
- Elder Care Seminar -- 1/22, 12-1, PL-402
- Financial Wellness Resource Fair -- 1/31, 11:30-1:30, DOT Eatery

New Administration -- Where Do We Go From Here?

- Early indicators from *A Blueprint for New Beginnings*
 - Citizen-Centered
 - Results-Oriented
 - Market-Based
- Reward achievement and encouragement excellence
- Compete successfully for talent
- Incorporate successful private sector reforms
- Return pride to public service
--Office of Personnel Management



The IRE of Leadership

- ★ Desire ... a better way
- ★ Inquire ... into facts and findings
- ★ Perspire ... often and a lot
- ★ Admire ... others' accomplishments
- ★ Inspire ... the people around you
- ★ Require ... effort and results
-- John Baldoni

Open Season

- The Thrift Savings Plan Open Season continues until 1/31/02.
- FERS employees may elect to contribute up to 12 percent of their basic pay, and CSRS employees may elect to contribute up to 7 percent.

Human Capital: A Self-Assessment Checklist for Agency Leaders from GAO

- Self-assessment is the starting point for creating "human capital organizations"-- agencies that focus on valuing employees and aligning "people policies" to support organizational performance goals.
- If high performance and accountability depend on the three enablers--people, process, and technology--then it is useful, first and foremost, for any agency to have a clear and fact-based understanding of its human capital situation.
- GAO has developed a checklist that identifies several human capital elements and underlying values that are common to high-performance organizations.
- To obtain a copy, go to www.gao.gov, click on "GAO Reports," scroll down and click on "Find GAO Reports," type in Report # OCG-00-14G and hit "go," and then click on "OCG-00-14G."

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Fax 202-366-3733
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Editor: Mary Pat Donelan